

# DPA Quarterly Report



1ST  
QUARTER  
REPORT



## Presented to:

The Honorable London N. Breed, Mayor  
The Honorable Shamann Walton, President, San Francisco Board of Supervisors  
Members, the San Francisco Board of Supervisors  
Acting President Cindy Elias and Members, the San Francisco Police Commission  
San Francisco Police Chief William Scott

1ST  
QUARTER



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# DPA Priorities

As Executive Director, I would like to describe for you what my own focuses for DPA will be as we move forward.

Our central focus will be to expand reforms and increase accountability for law enforcement using means and methods that reflect the desires and demands of our community. We will continue to work with civic leaders and community organizations to not only monitor public sentiment, but also to craft our approaches to resolving the policing issues that are so important to San Franciscans.

I want to see DPA become a prototype for other communities contemplating police reform. They will need a roadmap of best practices to follow.

DPA will be the trailblazer that marks the path for them. We will achieve this by continuing to evolve our methods and welcoming collaborative efforts across the country.

At the ground level, DPA will prioritize building out data compliance from SFPD that mirrors the information we ourselves collect independently. We aim to have that data published to the public. DPA addresses over 3,000 allegations per year. We issue detailed reporting of weekly trends, monthly disclosures, and quarterly analyses. By receiving better disciplinary data from SFPD, DPA can compare it with its data and reports which will be an important benchmark. Not only will it increase transparency, it will also validate public trust in the disciplinary process.

Internally, DPA will continue to emphasize our diversity efforts so that civilian oversight of law enforcement in San Francisco is a welcoming process for all. In accordance with our Racial Equity Action Plan, I am proud to note that our staff is made up of roughly 75% of individuals of diverse backgrounds, and a practically even gender ratio.

It has been a pleasure to inform you of my priorities for DPA as we progress further into 2022.



# TAKEAWAYS



Body-worn camera footage was used to determine the outcome in 12 cases

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Mediated 3 cases

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Presented DPA's 2022 -2023 Racial Equity Plan  
<https://my.visme.co/view/76xzwv6z-racial-equity>

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Launched Know Your Rights for Youth pocket size cards

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# INVESTIGATIONS



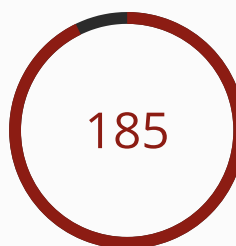
The Department of Police Accountability (DPA) saw a dip in cases received during the first quarter of 2022. During this period, DPA investigators received a total of 159 cases, a 21% decrease from 200 in the same period of 2021. Case closures also decreased by 34% to 169 in the same period, down from 255 in the first quarter of 2021.

DPA brought a total of 548 allegations against officers in the first quarter of this year, a 22% decrease from 705 in 2021. Most of those allegation types were for Neglect of Duty (40%,) with Conduct Unbecoming an Officer (32%,) Unwarranted Action (21%,) and Use of Force (6%) making up the rest.

Body-worn camera footage continued to be a valuable investigative tool. From January through the end of March, DPA investigated 12 cases where the events captured on officers' cameras proved to be outcome determinative.



Cases Received In 1Q  
Decreased By 27% Year-  
On-Year To 159

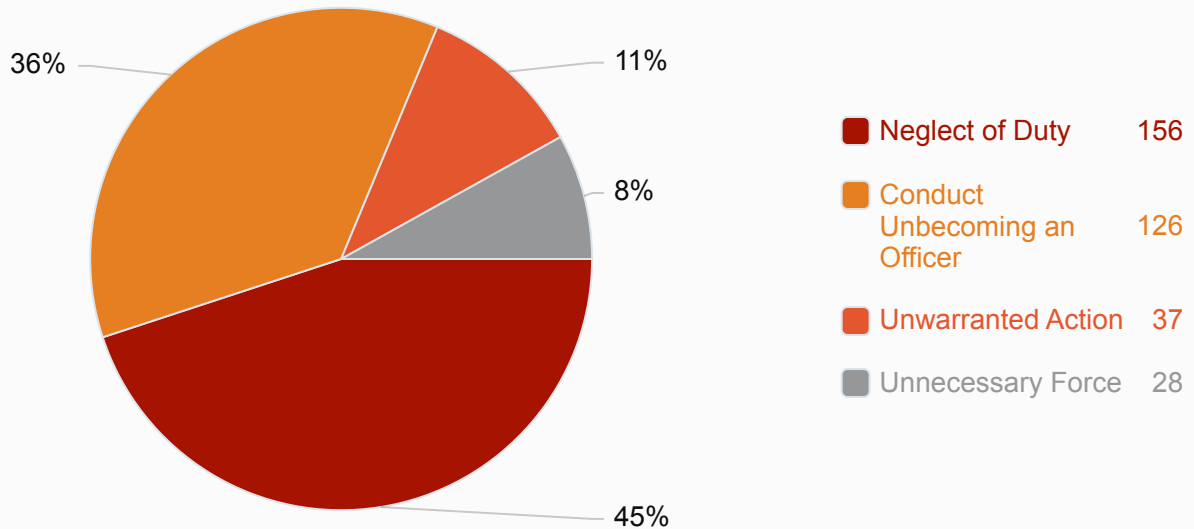


Cases Closed in 1Q  
Decreased by 34% in the  
same period

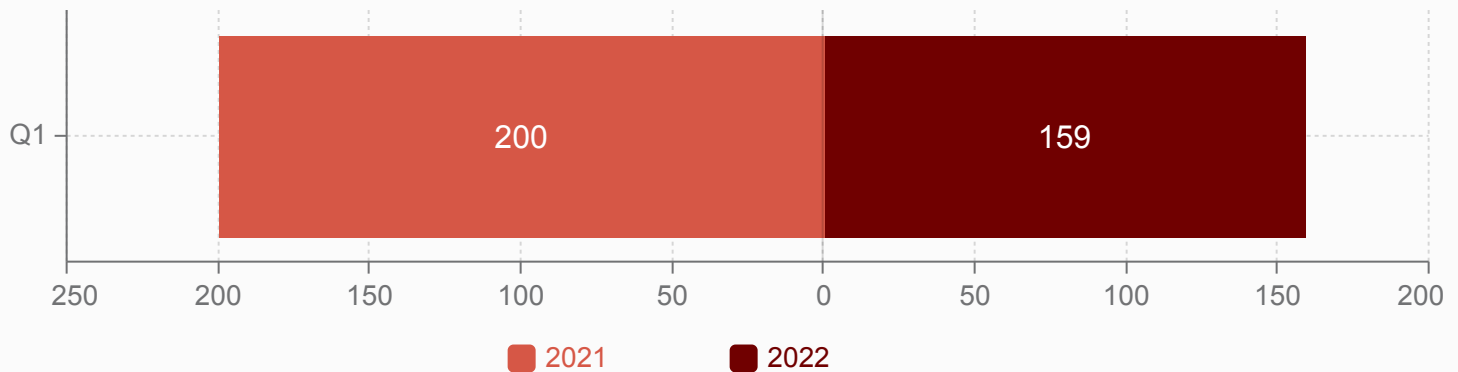
# FINDINGS

## Allegations Received by Type

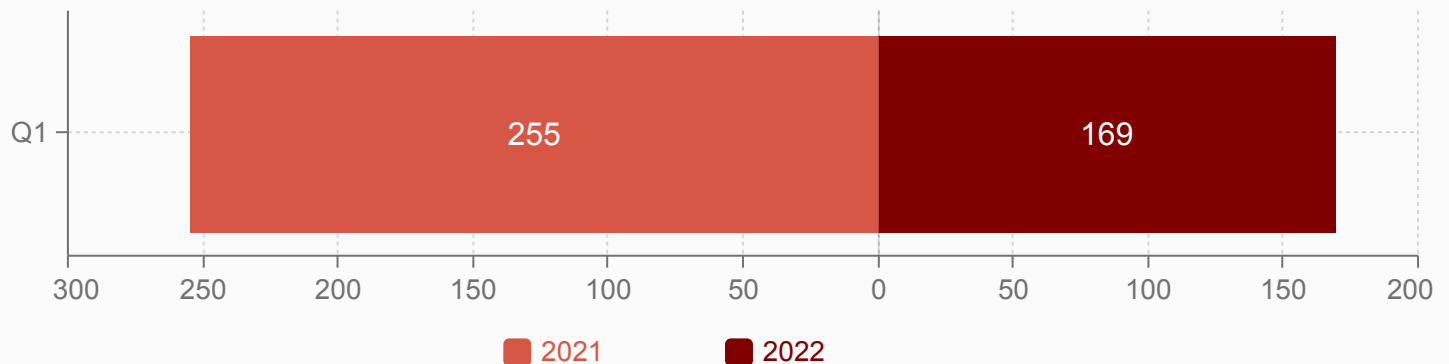
Total = 347



## Cases Opened by Quarter

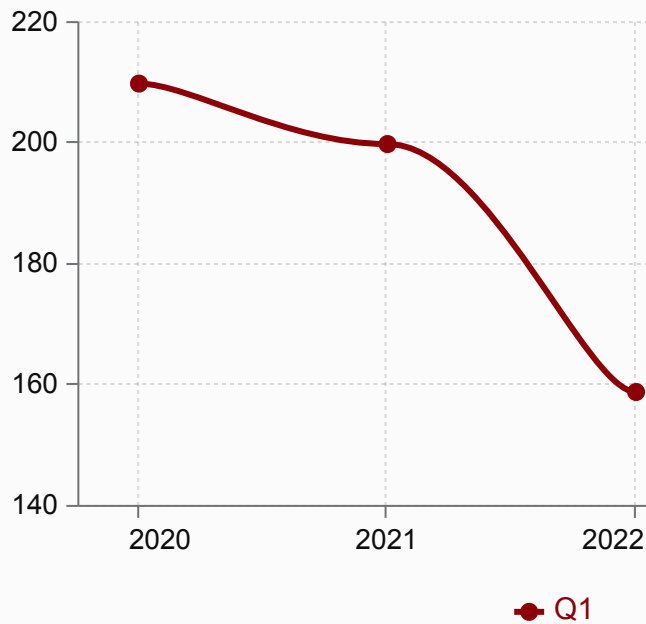


## Cases Closed by Quarter

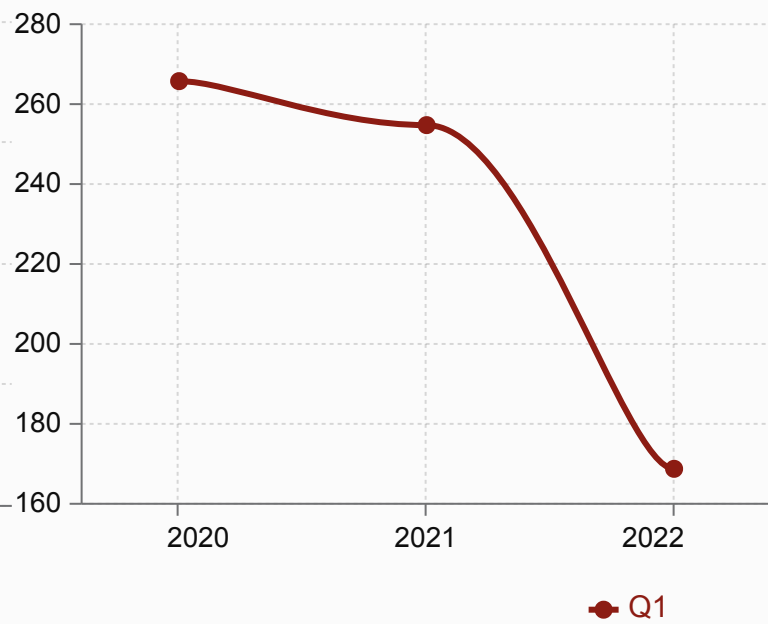


# FINDINGS

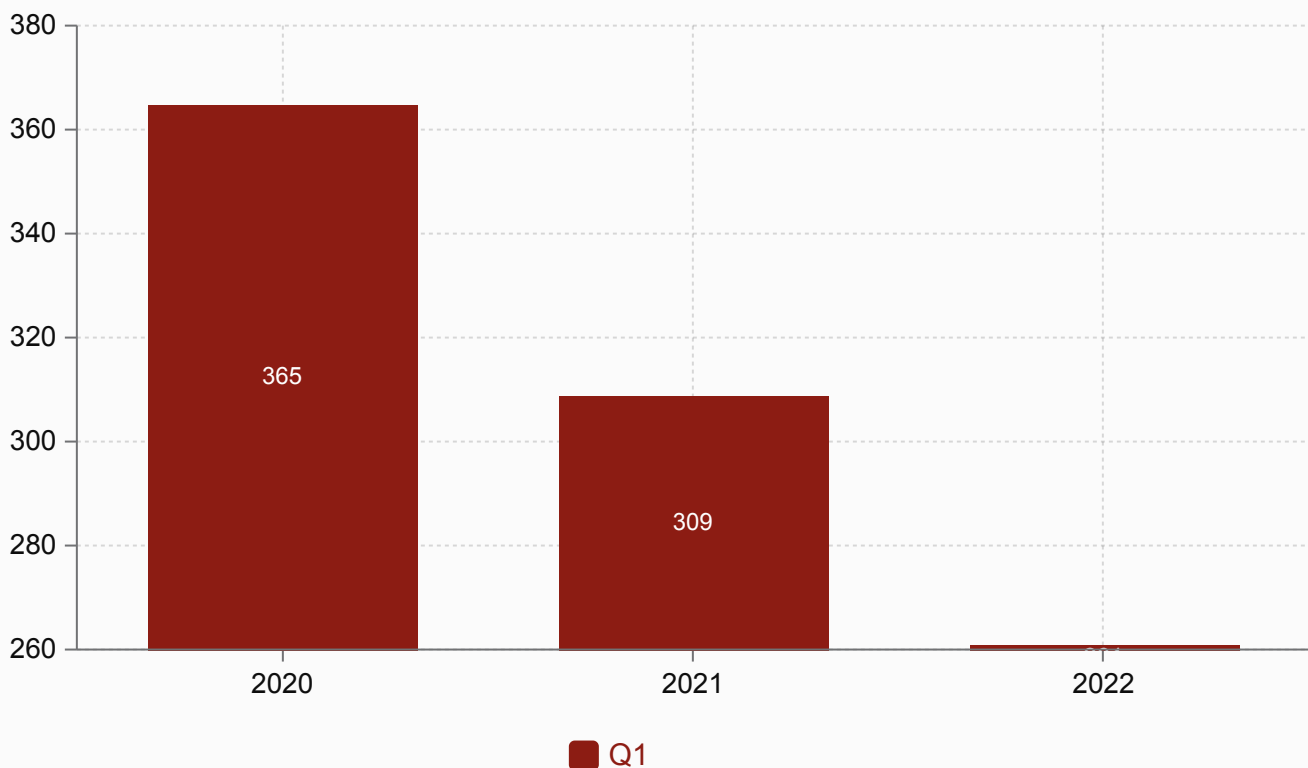
Three Year Comparison of Cases Opened by Quarter and Year



Three Year Comparison of Cases Closed by Quarter and Year



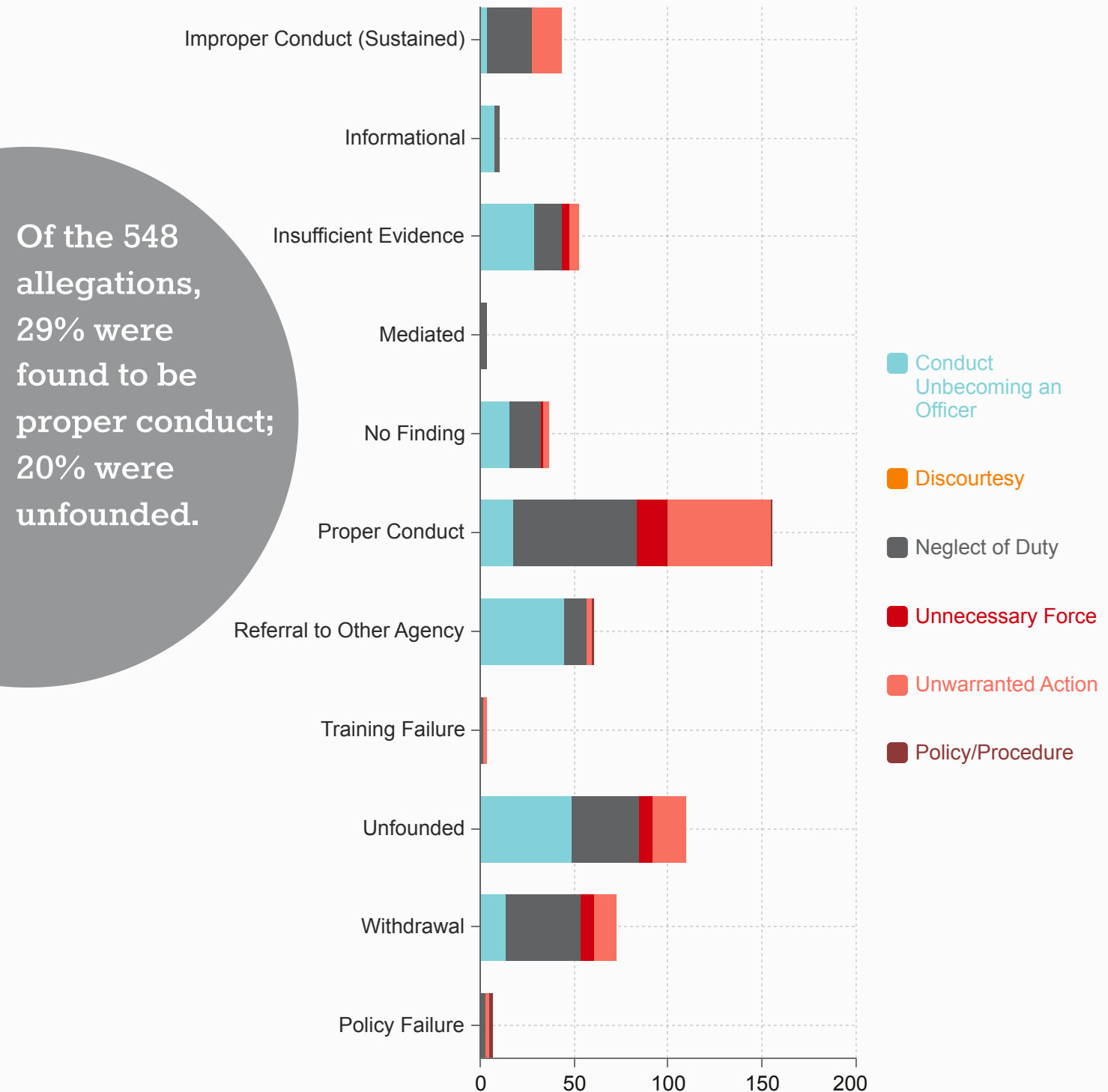
Three Year Comparison of Cases Pending by Quarter and Year



# FINDINGS

## Findings by Allegation Type

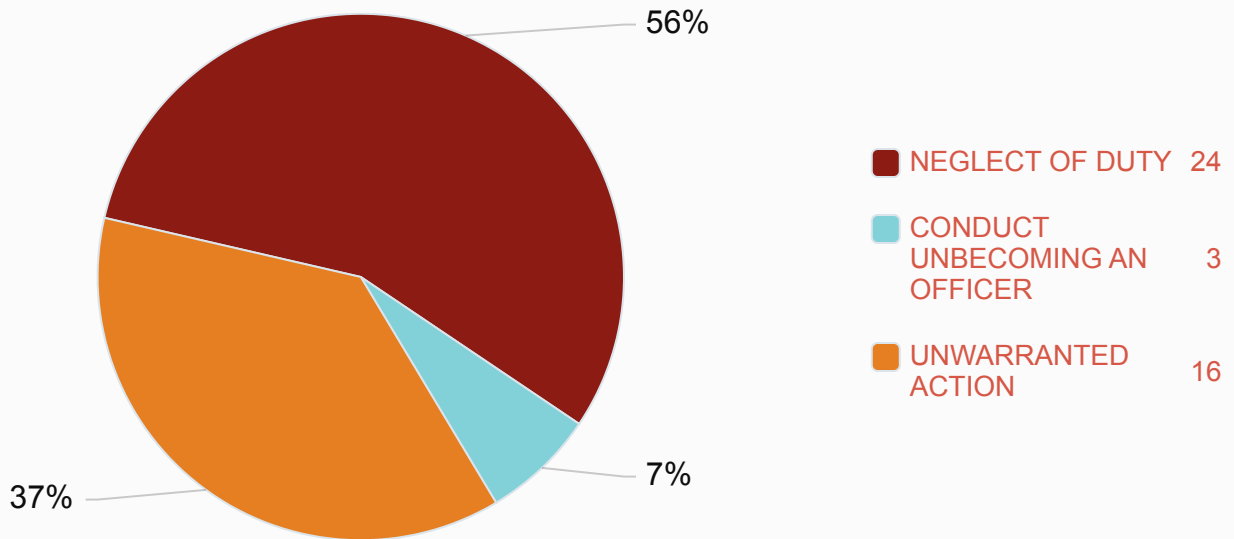
N = 548



# FINDINGS

## Improper Conduct Findings by Allegation

N = 43



### Each allegation type has subtypes.

For example, the Neglect of Duty allegation category includes an officer's failure to activate a body-worn camera and also an officer's failure to prepare an accurate incident report.

Neglect of Duty	Conduct Unbecoming an Officer	Unwarranted Action	Use of Force
Failure to activate body-worn camera	Inappropriate comments or behavior	Misused city property for personal use	Used a carotid restraint hold
Failure to follow SFPD policy or law	Racial bias	Issuing a citation without cause	Failure to comply with DGO 5.01
Failure to write an incident report	Sexual slurs	Handcuffing without cause	Unnecessary or excessive force
Failure to provide name and star number upon request	Misrepresenting the truth	Improper search or seizure of a person, property, or vehicle	Intentionally and improperly discharged a firearm
	Misuse of police authority		

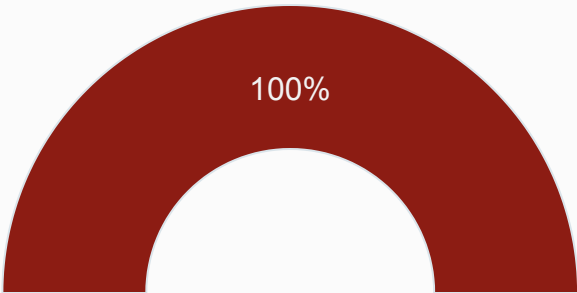
# FINDINGS

## IMPROPER CONDUCT FINDINGS

### BY ALLEGATION TYPE

#### Conduct Unbecoming an Officer - Allegations Summary

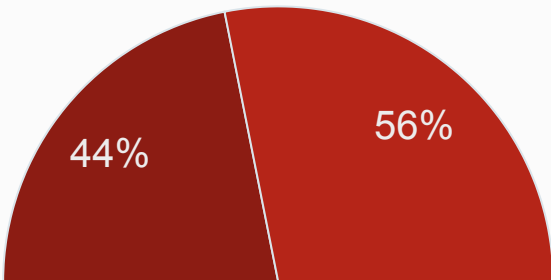
Total = 3



■ The officer behaved or spoke inappropriately. 3

#### Unwarranted Action - Allegations Summary

Total = 16



■ The officer conducted an improper search or seizure. 7

■ The officer made an arrest without cause. 9

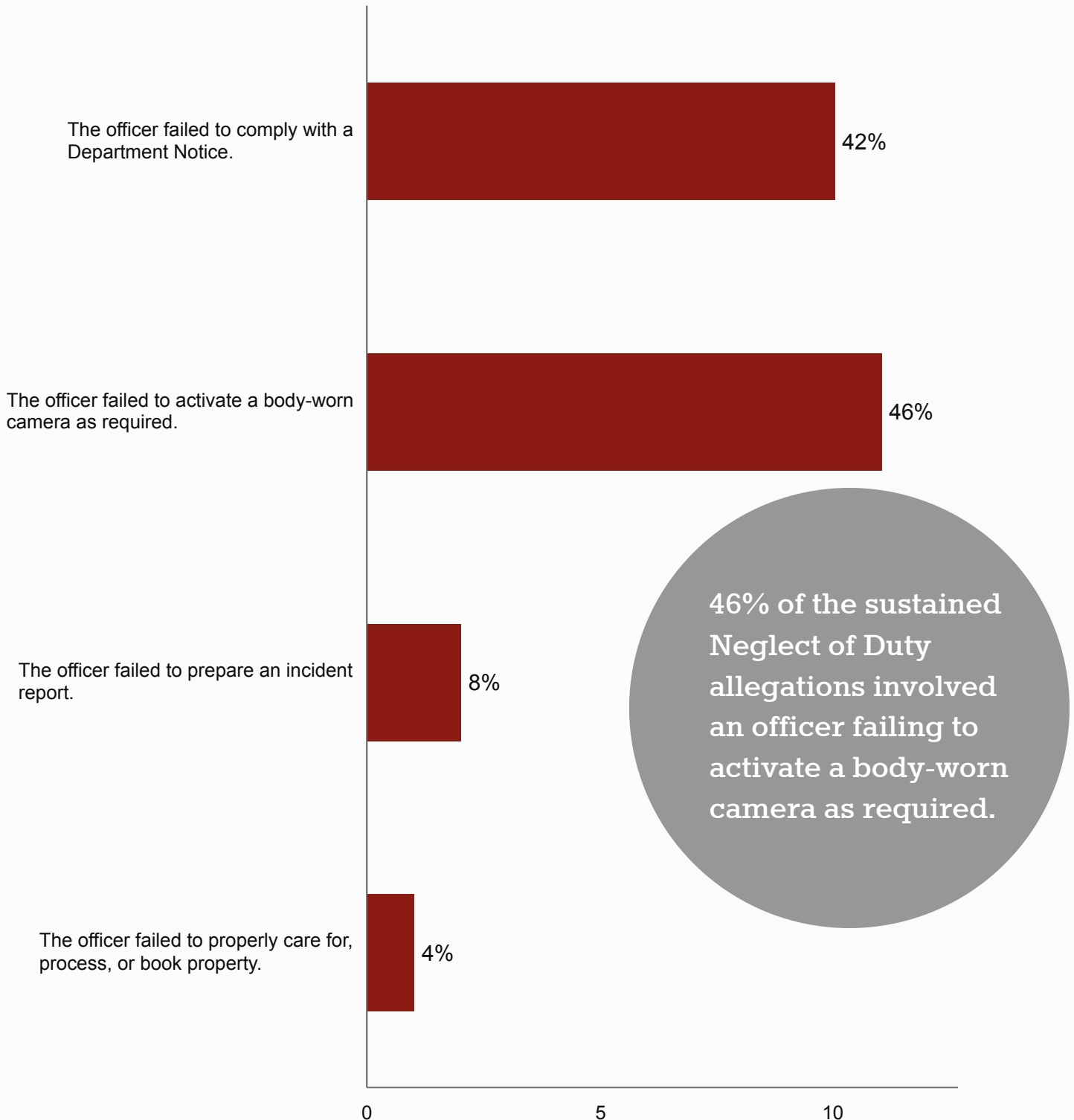
# FINDINGS

## IMPROPER CONDUCT FINDINGS

### BY ALLEGATION TYPE

#### Neglect of Duty - Allegations Summary

Total = 24



# COMPLAINANT DEMOGRAPHICS

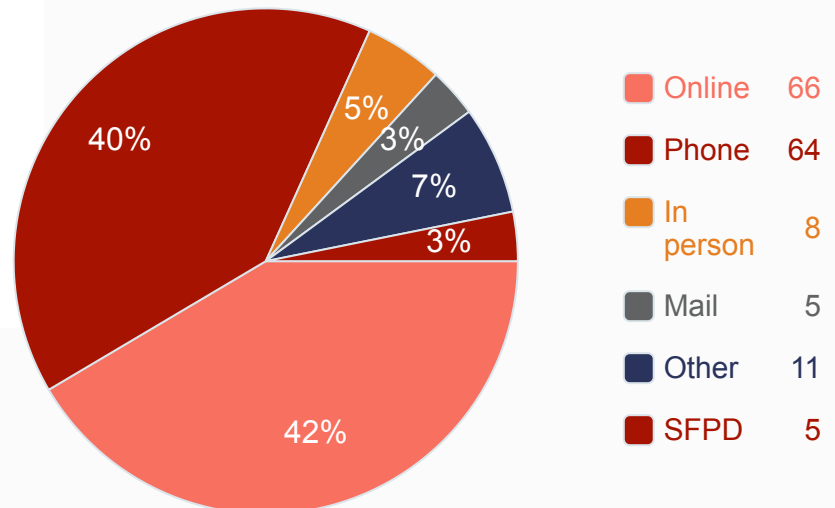
Race/Ethnicity	#	%
Asian	18	11%
Black or African American	29	18%
Hispanic or Latinx	8	5%
White	37	23%
Other	12	8%
Declined to State	55	35 %
<b>Total</b>	<b>159</b>	<b>100%</b>

Age	#	%
1-13	0	0%
14-16	0	0%
17-19	0	1%
20-30	7	7%
31-40	47	23%
41-50	24	18%
51-60	22	12%
61-70	11	10%
71-80	4	1%
Over 80	2	0%
Declined to State	42	28%
<b>Total</b>	<b>159</b>	<b>100%</b>

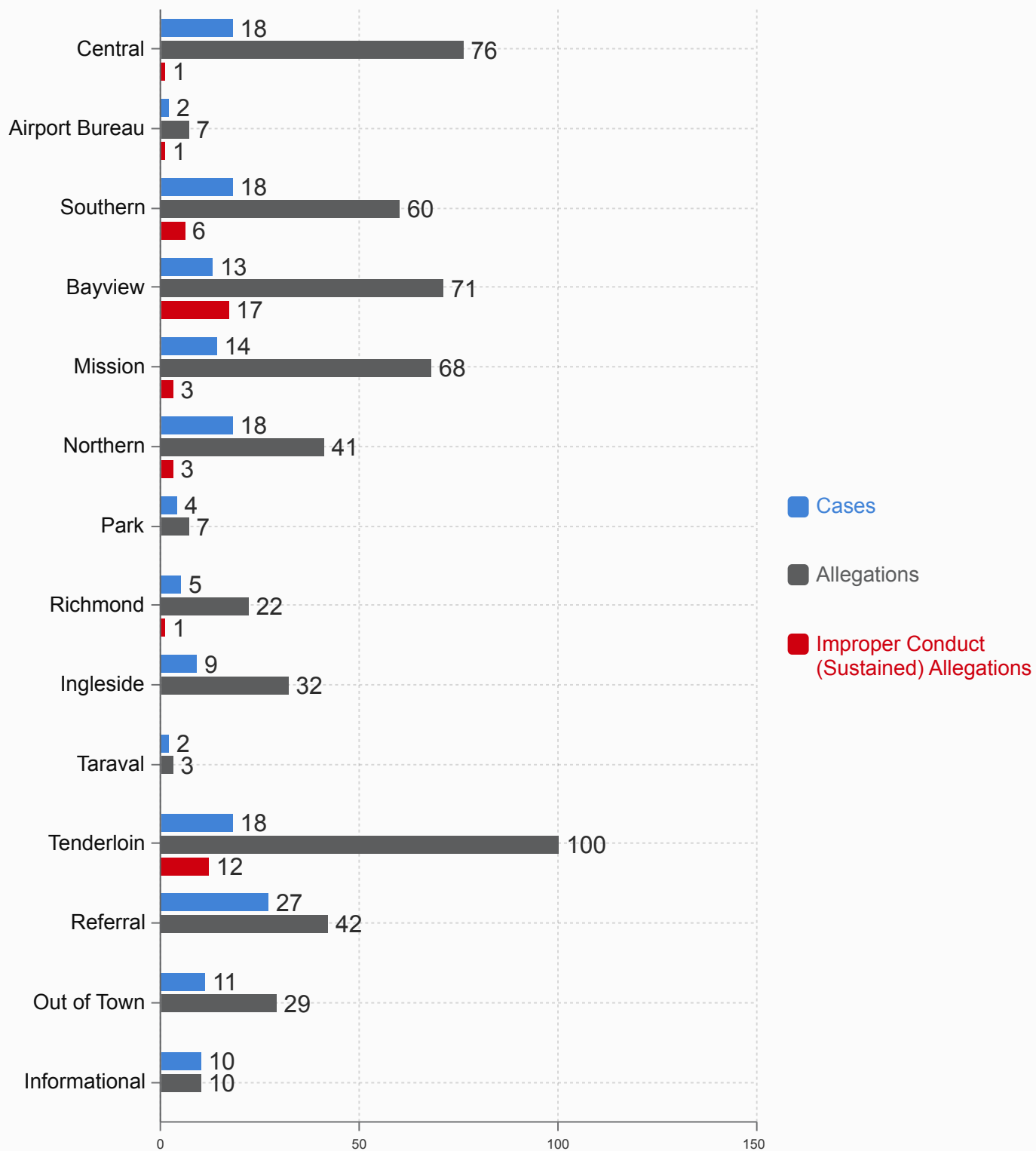
Complainant	#	%
Complainants	148	93%
Anonymous Complainants	11	7%
<b>Total</b>	<b>159</b>	<b>100%</b>

Gender	#	%
Female	47	30%
Male	63	40%
Genderqueer / Gender Non-binary	2	1%
Transgender	2	1%
Declined to State	45	28%
<b>Total</b>	<b>159</b>	<b>100%</b>

## How Complaints Were Received



# FINDINGS BY DISTRICT



# FINDINGS

## Case Totals by District



# MEDIATION

The Mediation Division began 2022 with significant personnel changes. Sharon Owsley decided to return to her consulting practice after having served as the Mediation Director since 2018. In addition, Chanty Quesada, who had served as Mediation Coordinator since 2018, moved over to the Investigative side of DPA. We are deeply appreciative of the talent, professionalism, and compassion they both brought to the program.

Allie Schultheis, who began her association with DPA as a volunteer mediator, is now our Mediation Program Manager.

We successfully mediated three (3) complaints in the first quarter of 2022. We maintained the virtual format for mediations and look forward to slowly opening an in-person option later in the year.

Our mediations each involved a Neglect of Duty: Failure to Take Required Action allegation and originated in various districts, including Ingleside, Southern, and Mission.

5%



neglect of duty most common allegation

10%



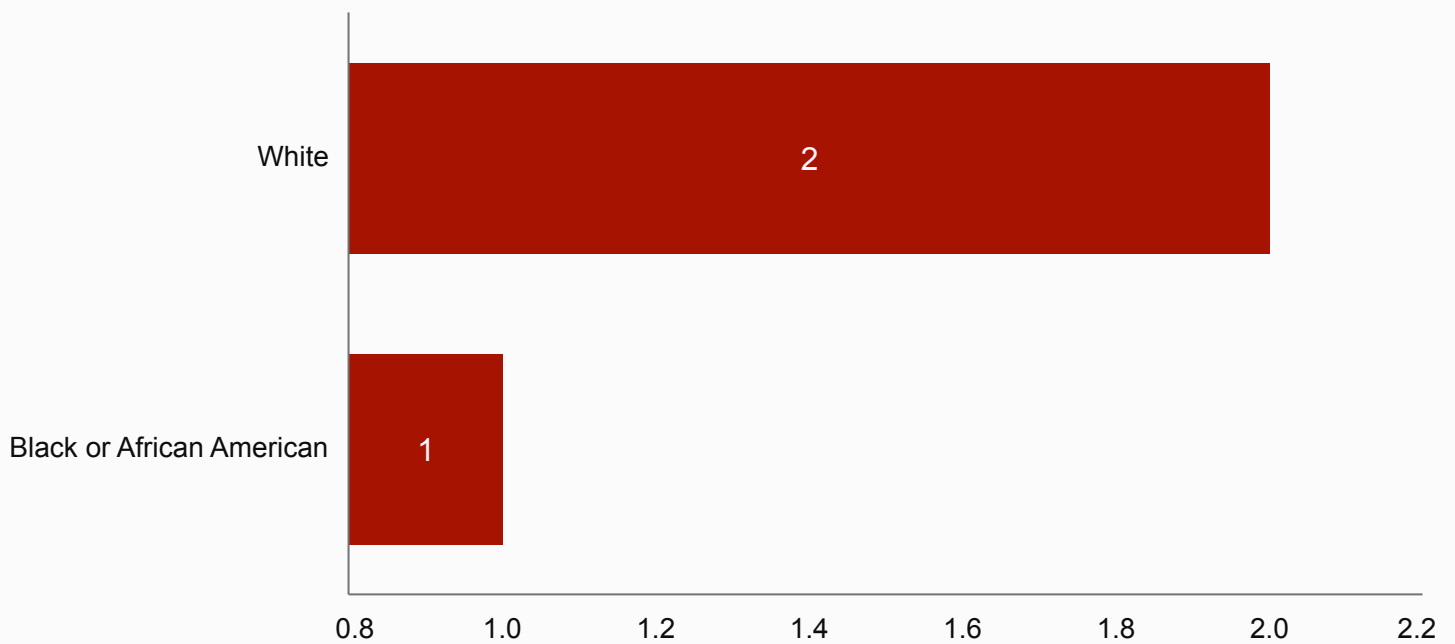
virtual mediation is here to stay

# MEDIATION FINDINGS



## Mediation Demographics

N =3



# POLICY



The City Charter mandates DPA to make policy recommendations to SFPD to improve policing.

Below is a summary of policy work completed in the first quarter of 2022:

1. DPA recommended that SFPD limit pretext stops to reduce race disparities. Specifically:

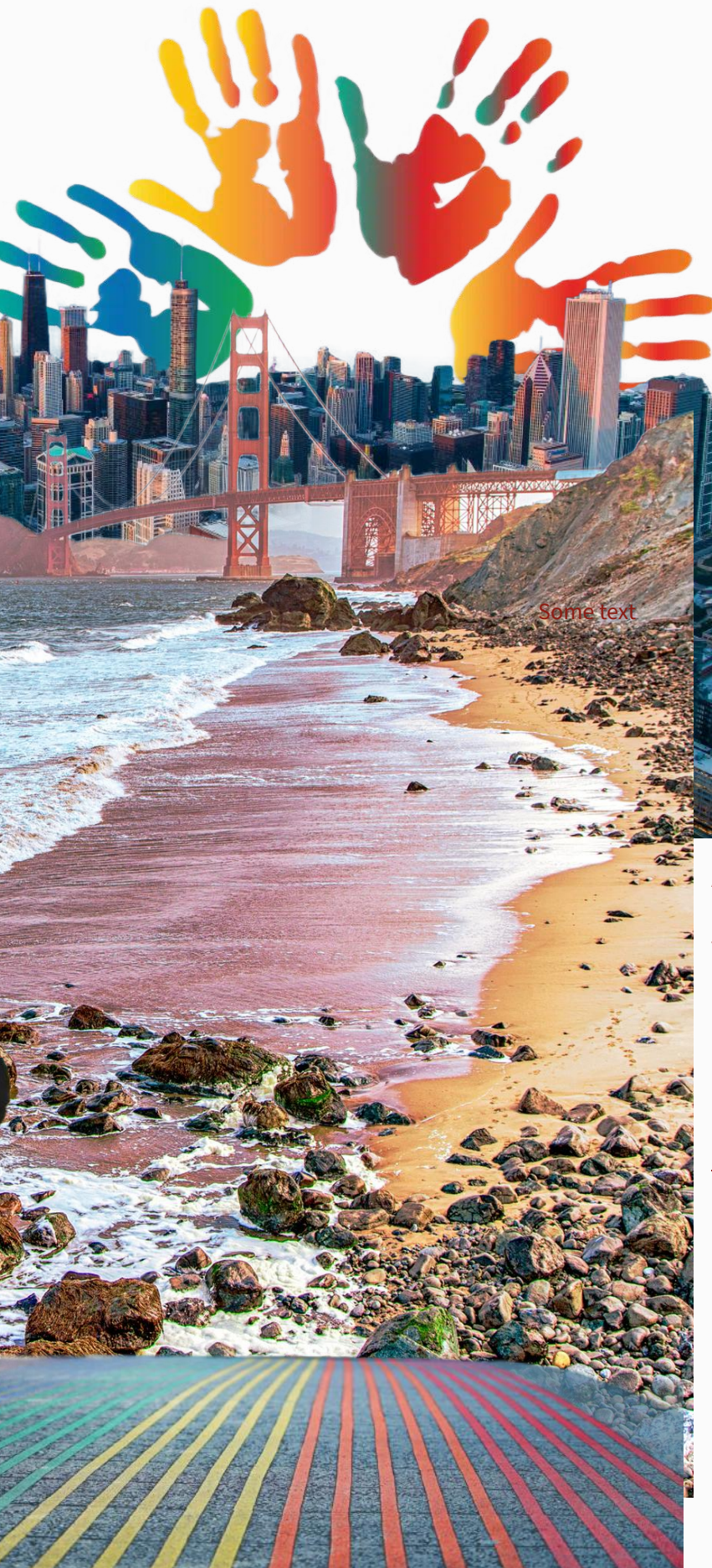
- a. SFPD should prioritize stops that impact public safety
- b. The Police Commission should ban pretext stops, except for narrow exception for violent felonies
- c. The Police Commission should limit enforcement of infractions unless the violent felony exception applies, DPA recommended that SFPD officers be prohibited from stopping individuals if their only violation(s) are for one or more of the following:
  - Jaywalking (Veh. Code, § 21955)
  - Failure to display registration tags or driving with expired registration (Veh. Code, § 4000)
  - Driving with a cracked windshield unless there is no visibility (Veh. Code, § 26710)
  - Riding bicycle on the sidewalk (SF Trans. Code, Article 7, § 7.12.12)
  - Object on a rearview mirror (Veh. Code, § 26708)
  - Failure to use turn signal (Veh. Code, § 22108)
  - Having one broken taillight (Veh. Code, § 24600)
  - Tinted windows (Veh. Code, § 26708.5)
  - Broken license plate light (Veh. Code, § 2460)
  - Missing front license plate (Veh. Code, § 5200)

2. SFPD adopted the Crisis Intervention Working Group's Quarterly Incident Review Protocol to provide routine evaluation of SFPD's response to individuals in crisis

3. DPA revived recommendations made in 2020 that SFPD create a policy for the preservation and handling of sexual assault DNA evidence

For more information head to our website at [www.sf.gov/dpa](http://www.sf.gov/dpa)

# OUTREACH



DPA's Outreach Division aims to improve public awareness of DPA's mission, vision, and services. In Quarter 1, DPA:

- Hosted spotlight events with the community organizations San Francisco Court Appointed Special Advocate Program (San Francisco CASA) and PFLAG SF. The goal of these events is to increase the awareness of DPA with community organizations and the populations they serve.
- Gave presentations at SFPD community safety meetings organized by SF SAFE, including those at the Mission and Tenderloin district stations.
- Hosted Know Your Rights interactive training workshops for students at International High School and Ida B. Wells High School, and provided a redesigned Youth Know Your Rights pocket card to attendees.
- Hosted Black History Month and Women's History Month celebrations. Mayor London Breed was the special guest speaker for the Black History Month event, while San Francisco Human Rights Commission Executive Director Sheryl Davis spoke at the Women's History Month event.

Also, members of the public and community organizations can now request DPA resources, including complaint forms and Youth Know Your Rights pocket cards on DPA's website.

Members of the public (no need to include the also) and community organizations can now request DPA resources, including complaint forms and Youth Know Your Rights pocket cards on DPA's website --<https://my.visme.co/view/ojnrn671-kyr-cards>.

500



“know your rights” trifold card is now in production stage

# INTERNSHIP



2  
Spring  
Interns



15  
Summer  
Interns

Since January 2022, DPA has been hosting two spring interns, an undergraduate student from the University of San Francisco and a J.D. candidate at Golden Gate University. The interns have been helping the legal, investigations and outreach divisions on a multitude of department projects such as helping investigators summarize body-worn camera footage, doing legal research for the attorneys, and helping outreach with external events.

DPA is in the process of welcoming our largest summer cohort to date of 15 interns. Summer interns will be welcomed into the office in person on Tuesdays and Thursdays and will participate in planned department programming throughout the city. This summer's cohort will consist of law, undergraduate, and high school students.

In addition to our partnership with Mayor London Breed's Opportunities for All program, we will be developing a partnership with San Francisco YouthWorks. YouthWorks pairs San Francisco Juniors and Seniors with paid internship opportunities in the public sector. This partnership will allow us to further provide paid internship experience to high schoolers in the summer as well as the school year, a previously unpaid term. In the future, we plan to acquire permanent sponsorship for our summer internship program.



# INTERNSHIP

# RACIAL EQUITY

**do you  
want  
a future  
of  
decency  
equality  
and real  
social justice**

This year, DPA's Racial Equity team has been focusing on implementing feedback received on our 2021 racial equity plan. Since January 2022, our dedicated team has participated in workshops and meetings with the Office of Racial Equity and the Racial Equity Action Plan (REAP) Justice Cohort to finish the report due in May. We have made progress on goals set in 2021, including identifying and removing biases in recruiting, and sourcing potential candidates that represent the diversity of our City and the Bay Area. We have broadened our job announcements, removed transcripts and GPA from our recruitment process, written minimum qualifications for Investigator and Senior Investigator positions that provide a wide range of qualifying experience, and hired diverse employees directly from our internship pipeline. Moving forward, we plan to create a test development committee and a hiring committee that will ensure there is a group of diverse employees working on the hiring process and job announcement pages.



**Presented our Fiscal Year  
22-23 Racial Equity Plan**  
[https://my.visme.co/view/  
76xzwv6z-racial-equity](https://my.visme.co/view/76xzwv6z-racial-equity)



**View DPA's Racial Equity  
Plan**  
[Action Plan Full December 30 Final.pdf \(sf.gov\)](#)

# SENATE BILL 1421



SB 1421 is a 2019 law that made certain categories of previously confidential investigation records available to the public. To qualify for disclosure, a case must involve a great bodily injury, an officer-involved shooting, a proven allegation of sexual assault, or a proven allegation that an officer was dishonest in reporting or investigating a matter.

SB 16, enacted in 2022, expands the disclosable categories of officer conduct to include sustained findings of unnecessary force, failure by an officer to intervene against another officer's use of unnecessary force, unlawful searches or arrests, and statements or gestures on the part of an officer that indicate prejudice or discrimination against protected classes.

In the first quarter, the public records team continued a large-scale effort to identify and release qualifying records in DPA's archives. Before being publicly released, the records must be redacted to comply with state and federal privacy laws. All disclosed cases are published to a public web portal at [sfdpa.nextrequest.com](https://sfdpa.nextrequest.com). The first quarter of 2022 also marked the beginning of DPA's redaction and release of audio interviews and media files associated with disclosed cases.

In the first quarter of 2022, DPA released one unlawful search case (235 pages, 197 minutes of audio, 3 minutes of video footage), one great bodily injury case (205 pages, 235 minutes of audio), and four officer-involved shooting investigations (5,302 pages, 1,913 minutes of audio, and 18 minutes of video). Twenty-six additional cases were reviewed and determined to be exempt from disclosure.

By the end of the quarter, DPA's SB 1421 and SB 16 releases totaled 41,608 pages of records for 59 cases, including 10,515 pages of great bodily injury records (38 cases), 28, 320 pages of officer-involved shooting records (18 cases), one unlawful search case (778 pages) and 2,538 pages of officer dishonesty records (1 case).

Publishing DPA's investigative records is a historic step on the path to increasing transparency for officer misconduct investigations.

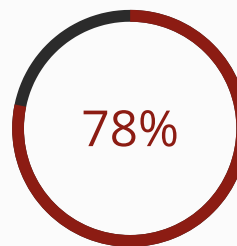
DPA Public Record Request: <https://sfdpa.nextrequest.com/>

- 
- Pages disclosed in Q1 – 5,742
  - Total Pages Disclosed as of Q1 – 41,608
  - Total Cases Disclosed as of Q1 – 59
  - Total media file productions across all categories (minutes): 2,727 (audio); 18 (video)

# AUDIT

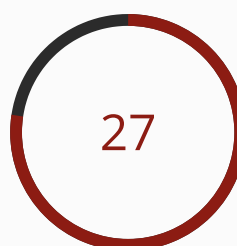
On February 2, 2022, DPA presented to the San Francisco Police Commission ("Police Commission") the results of the audit on SFPD's compliance with general order 8.10, Guidelines for First Amendment Activities (DGO 8.10). DPA's audit found areas where SFPD and the Police Commission could improve policies and practices around investigations related to First Amendment activities. DPA presented the audit's six findings and eight recommendations, and discussed changes in technology that warranted the Police Commission and SFPD revisiting DGO 8.10's requirements on video and photographic recording at First Amendment events.

On February 8, 2022, DPA issued a report on SFPD's implementation of DPA's audit recommendations as of December 31, 2021. DPA audits are a tool for raising public awareness of SFPD operations, and holding SFPD accountable for growth and reform through recommendation implementation. Only SFPD and the San Francisco Police Commission can implement DPA audit recommendations; however, DPA follows up with SFPD to monitor its implementation progress



Report Title and Key Findings	Report Date	Report Recd	Report Status
1 The San Francisco Police Department and the Police Commission Can Improve Policies and Practices Around Investigations Related to First Amendment Activities	12/2/2021	8 of 8	None recently issued

35 of 45 (78%) of DPA's audit recommendations to SFPD remain open



Report Title and Key Findings	Report Date	Report Recd	Report Status
2 The Police Department Needs Clearer Guidance and More Proactive Governance for Better Use-of-Force Data Collection and Reporting	10/5/2020	27 of 37	12/3/21

27 of the 35 open audit recommendations are more than 1 year old

# OPERATIONS

In the first quarter of 2022, DPA is worked with the Civic Bridge program and has matched us with a partner, ZS Associates, to work on a webpage to provide real-time case tracking to the public. This will be a 16-week collaboration effort with a Strategist from the Office of Civic Innovation and a project team at DPA.

In compliance with the City's guidelines, DPA staff has returned to the office two days a week to work in person. All staff are reminded of the City's safety directives, including masking, health screening, COVID-19 testing, vaccinations, and boosters.

DPA has also taken measures to increase the security of all devices and systems. In compliance with the City's Technology Department on taking emergency measures against potential cyber-attacks, DPA has implemented daily MFA, a mandatory password change for all staff, and increased awareness to all staff on cybersecurity in light of the recent events.



Collaboration and partnership  
with Civic Bridge program and ZS  
Associates to create real time tracking  
system



Staff return to office and telecommuting  
with updates on safety protocols and  
cybersecurity guidelines

# BUDGET

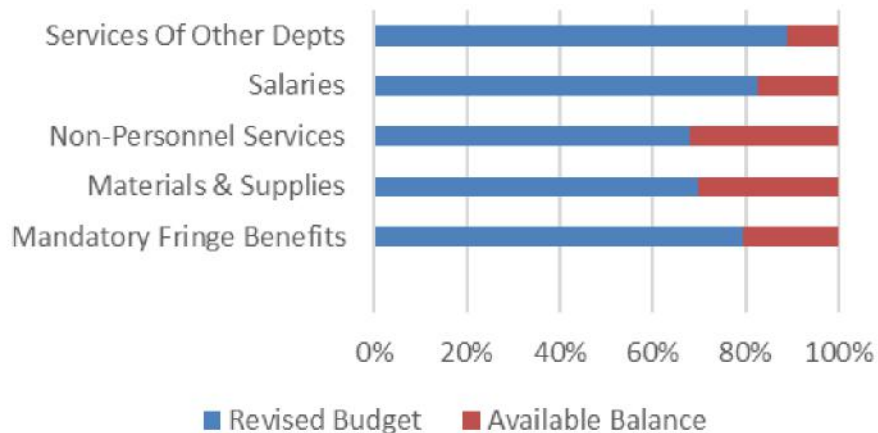
During the first quarter of the calendar year, in line with the City's annual budget cycle, DPA closely monitored its actual expenditures against the budget. This analysis informs budget planning for the next fiscal year and was especially critical during uncertain times. DPA followed the Mayor's directive to prioritize core services and recovery and equity programs.

DPA prepared the 6-Month Report, which summarizes and compares actual spending with the remaining budget to anticipate surplus and deficits through the end of the fiscal year.

On February 22nd, DPA submitted budget documentation for fiscal years 2022-23 and 2023-24 as part of the City's two-year budget cycle. DPA met the Mayor's requested sustainability and efficiency reductions of 7.5% for both fiscal years.

DPA prepared the 9-month report, which is an update to the 6-month report. In this report, DPA conducted another comprehensive analysis of its actual spending compared with the remaining budget funds. In addition, DPA began working closely with the Mayor's Budget Office and Controller's Budget & Analysis Division to address the Department's budget priorities and long-term financial planning.

## DPA Expenses Overview



# HOW TO MAKE A COMPLAINT



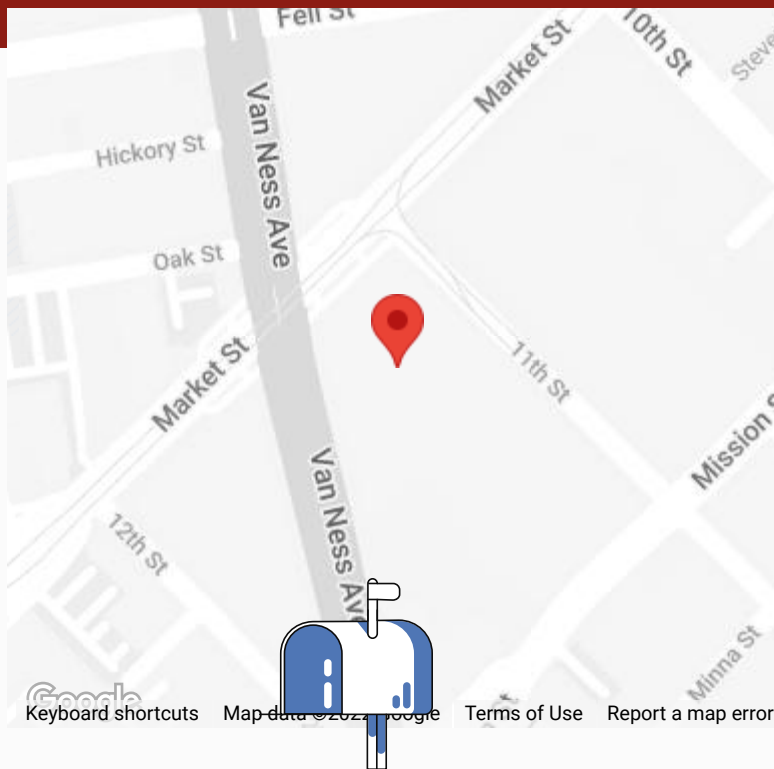
Online

<https://sf.gov/departments/departments-police-accountability>



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